PROVINCIAL VOCATIONAL REHABILITATION SERVICES AND PROGRAMS in BRITISH COLUMBIA

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Interministry Working Group on Vocational Rehabilitation

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TABLE OF CONTENTS

	Page
EXECUTIVE SUMMARY	
1. Introduction	1
2. Provincial Vocational Rehabilitation Program	5
a) Service	6
b) Research and Evaluation	14
c) Training and Education	15
3. New Development	17
APPENDIX I - Definitions	19
APPENDIX II - Vocational Rehabilitation Programs and Services	
a) Ministry of Advanced Education and Job Job Training	20
b) Ministry of Health	24
c) Ministry of Social Services & Housing	28
d) Ministry of Education	31
APPENDIX III - Legislation	32

EXECUTIVE SUMMARY

Vocational rehabilitation programs and services for disabled persons in B.C. are provided by a variety of private, non-profit and public sector agencies. The provincial government contribution to this comprehensive network is the subject of this paper. Some of the costs of the provincial services are cost-shared with Canada under the authority of the Vocational Rehabilitation of Disabled Persons Act, 1961, and Agreement and the Canada Assistance Plan.

The terms of the Vocational Rehabilitation of Disabled Persons Agreement of 1986, require each province signatory to the Agreement to submit to Health and Welfare Canada a comprehensive description and summary of provincial government programs and services for the vocational rehabilitation of persons with disabilities. This paper will, in addition to fulfilling this requirement, serve as a reference for participants in the vocational rehabilitation network in British Columbia and provide a framework for discussions related to program development.

Vocational rehabilitation of persons with disabilities performs an economic as well as social function, by enabling persons to contribute to the economy and to their community. The process of vocational rehabilitation is individualized in nature and interdisciplinary in implementation. It requires the cooperation of all participants in the comprehensive network of rehabilitation workers, as well as significant dedication and participation by each individual, in order to define and attain their vocational goal.

Planning and development of the provincial contribution to the network of services must respond to, and reflect, current economic, employment and social conditions in the province.

The description of the provincial program is divided into four major areas: an overview of the interlocking components of the vocational rehabilitation program; a description of each of the major elements of service, research and evaluation, and training and education; descriptions of the various cost-shared services and programs within the major elements; and references to the legislation within each ministry enabling the delivery of services.

PROVINCIAL VOCATIONAL REHABILITATION SERVICES AND PROGRAMS IN BRITISH COLUMBIA

INTRODUCTION

Vocational rehabilitation programs and services in British Columbia are founded on the principle that the goal of vocational rehabilitation is to assist the efforts of persons with disabilities to overcome the barriers to securing, retaining and advancing in employment imposed as a result of disability.

Vocational rehabilitation enables a practical contribution to the economy by persons with disabilities through employment, while decreasing social and health program expenditures. Employment fulfills a social function by providing opportunities to develop a sense of worth and ability to contribute to the community.

Persons may be disabled mentally or physically as a result of congenital factors, accidents, stresses or illnesses, including mental illness, alcohol or chemical dependency, mental retardation or physical disabilities. Vocational rehabilitation processes must respond to the varying requirements of each individual assessed as capable of benefitting vocationally from services.

By formal definition, vocational rehabilitation is any process of assessment, restoration, training, employment placement and related services, intended to assist persons with disabilities to become capable of pursuing regularly a substantially gainful occupation. In practice, vocational rehabilitation means assessing individual requirements, establishing goals, determining services based on assessed requirements, and providing support to persons undertaking this process.

Using the network of services available in local communities throughout British Columbia, persons with disabilities participate in medical, social and vocational assessments, receive appropriate restorative services including technical aids and devices, participate in education and training programs, and receive employment assistance or placement. Individuals are assisted in becoming increasingly independent in order to reach their vocational potential. A critical component of the process is the follow-up support provided to employers and persons newly placed in employment to ensure each individual is firmly established in their vocation.

In addition to the services provided to address the disabling condition of the individual, the vocational rehabilitation program also provides adaptive measures necessary to provide access for persons with disabilities to regular services. For example, the program provides devices and aids to allow persons with visual and hearing impairments to access training stations and library services in order to prepare for the labour market.

The contributors to the comprehensive program in the province are diverse and include persons with disabilities, service agencies, colleges, workshops, private industry and the provincial government.

The individual person with a disabling condition is the most important contributor to the success or failure of the vocational rehabilitation process. The medical and psychological condition, motivation, family, housing, transportation and economic circumstances of the individual all have a bearing on the outcome of the process. Other factors influencing the vocational rehabilitation process are external, including public attitudes, social, economic and labour market conditions.

Agencies and institutions, such as G.F. Strong Rehabilitation Centre and Workers' Compensation Board rehabilitation hospital, represent a major component of the comprehensive vocational rehabilitation program in B.C. Associations such as C.N.I.B., Canadian Paraplegic Association, Western Institute for the Deaf, Vancouver Neurological Center, Canadian Mental Health Association, Drug and Alcohol Rehabilitation Society and others, provide counselling and support services to help individuals adjust and cope with disabling conditions. These associations also arrange for assessment of individuals for the use of aids and devices, such as reading equipment, wheelchairs and interpreter services.

Colleges provide a broad range of coordinating and support services to enable persons with disabilities to gain admission, successfully engage in courses and prepare for occupations. Where required, special programs are initiated such as career awareness, vocational exploration and work experience opportunities for persons with disabilities. Adult basic education and adult special education staff in the colleges form an integral part of the network of vocational rehabilitation practitioners in the province.

Workshops and achievement centres provide a range of assessment capacities as well as placement opportunities varying from therapeutic day activities and vocational training to sheltered employment in production oriented centres. Located throughout the province, the broad geographic distribution of these centres is a significant asset to the vocational rehabilitation network.

Industry, through research and development, provides improved assistive devices, lightweight, effective technical equipment and innovative computer devices to assist individuals to live and work independently. Industry also can play a role in the

cooperative development of assessment and employment opportunities to capitalize on the potential of persons with disabilities.

The federal and provincial governments are also major contributors to the comprehensive vocational rehabilitation program. In Canada, the provinces have jurisdictional responsibility for the delivery of vocational rehabilitation services, while the federal government assists in supporting the costs of the provincial vocational rehabilitation programs for persons with disabilities. In British Columbia, the Office of the Provincial Coordinator of Vocational Rehabilitation in the Ministry of Advanced Education and Job Training is responsible for the administration of the V.R.D.P. Agreement and provides advice and assistance to the other participating ministries. Four ministries form the major provincial contribution to the program - Advanced Education and Job Training, Health, Education, and Social Services and Housing - through the operation of programs and services supporting vocational rehabilitation activities for persons with disabilities. In recognition of the need to coordinate program services and development for the vocational rehabilitation program, and the need to obtain interdisciplinary advice and expertise, interministry advisory committees have been established.

In British Columbia, we are seeking to ensure the existence of a comprehensive, coordinated vocational rehabilitation program, accessible to those who require it, comprised of all necessary services. To achieve this goal, consideration is given to such factors as environmental barriers, labour market requirements, economic, health and social aspects, and current technological developments in planning and preparing for the future. In addition to providing direct services to individuals with disabilities, there is a need for training for service providers, ongoing research and evaluation, and further development of resources to enhance and improve services.

PROVINCIAL VOCATIONAL REHABILITATION PROGRAM

A broad range of services is required to provide a comprehensive program of vocational rehabilitation for persons with disabilities. The program developed with each individual is as unique as their abilities and their disabilities. The process of assessment, planning, restoration, education, training, placement and occupational stabilization, typically involves several agencies and professionals collaborating to develop a coordinated program to meet the individual's requirements.

It is the unique requirements of the individual in attaining their vocational goal which presents the challenge in vocational rehabilitation. Often services must be adapted to permit access and use by the individual. Other services must be developed in the community in a specialized form to enable the successful vocational rehabilitation of persons with disabilities. These services include supports such as the public school special education services, programs operated by employers and service agencies supporting the vocational rehabilitation programs in the community, and services such as audiological testing and speech therapy necessary to prepare individuals for participation in other components of the vocational rehabilitation program.

This report does not attempt to describe the significant contribution of the non-profit and private sectors to the comprehensive vocational rehabilitation program in the province. Also, there are no references to the services provided through the Workers' Compensation Board or the Insurance Corporation of British Columbia, as these, while providing a significant contribution to the provincial vocational rehabilitation network, are not within the scope of the provincial government's activity in relation to the Vocational Rehabilitation of Disabled Persons Agreement.

The provincial government contribution to the comprehensive program will be described in terms of three major areas: service, research and evaluation, and training and education. The next section of this report describes the functions of these areas, their objectives and goals and their role in the comprehensive vocational rehabilitation program. An explanation of the terms used in this document is attached as Appendix I.

1. SERVICE

The service portion of the vocational rehabilitation program is the activities which enable the individual to meet a vocational goal. Each major component is described briefly below:

i) Early Intervention - Through identification and early provision of services to persons with disabilities, vocationally handicapping conditions which result from disability may be reduced.

A goal for the future is, through improved coordination with the ministries involved, to improve our ability to provide early intervention for children with disabilities, persons disabled as a result of disease and accidents and persons with disabling dependencies on alcohol or drugs. This will result in improved service and an expected long-term saving in actual costs of vocational rehabilitation, social maintenance, and health care.

ii) Assessment - Medical, vocational and social assessments provide the foundation to accept clients for service and to determine the program required to meet a vocational goal.

Confirmation will be made of disability resulting from alcohol or drug abuse, physical impairment or mental impairment as well as identification of deficits in social and psychological functions requiring remedial or restorative treatment.

The vocational evaluation will include assessment of work habits, capability to acquire work skills and potential to develop attitudes and behaviours required for employment. Assessments may be performed through a variety of paper tests, interviews and observations of simulated and actual work situations.

Currently these services are provided by, or are purchased from, private physicians, psychologists, hospitals, colleges, universities, private agencies, workshops, alcohol and drug treatment centres, mental health centres and government rehabilitation workers.

iii) Counselling - Counselling is provided to assist clients to adjust to the disabling condition and the vocational rehabilitation process, to develop a vocational rehabilitation plan, to assess vocational options, to select and pursue objectives leading to a vocational goal and to prepare for, and adjust to, employment. Counselling services are provided throughout the vocational rehabilitation process and are essential to the effective selection and use of the other services which may be involved in the process.

These services include encouraging clients to evaluate their requirements and resources, develop a positive attitude, self-confidence and the desire to make a long-term commitment to attain productive employment. It may

involve counselling to determine potential fields of employment, choosing a vocational goal and setting both long and short-term objectives to achieve that goal. Another fundamental purpose of the counselling function is to assist the client to become progressively independent from rehabilitation supports.

Counselling may be provided by provincial rehabilitation consultants and counsellors, counsellors in private agencies, instructors and counsellors in the education system, non-profit organizations including groups representing persons with disabilities, direct service providers, alcohol and drug treatment counsellors, and counsellors in the mental health field.

Counselling services are provided through the ministries of Health, Advanced Education and Job Training, and Social Services and Housing.

iv) Restorative Services and Devices - These are items which eliminate or reduce the disabling condition, and enable the client to achieve optimal mental and physical functioning to attain the objectives of their vocational rehabilitation plan. Individuals with disabilities require access to the most effective services and devices available. These may include corrective surgery, prosthetic and orthotic devices, dental and visual services and treatment for mental and emotional conditions to assist in their vocational rehabilitation.

Restoration services are accessed on behalf of clients through the Ministries of Health, Social Services and Housing and Advanced Education and Job Training. Private agencies and government institutions also contribute substantially to restorative services in British Columbia.

v) Training - The objective of vocational rehabilitation training is to provide appropriate training opportunities to persons with disabilities to fulfill the requirements of their vocational rehabilitation plan through development of skills to qualify for an identified occupation.

Training may entail instruction in living skills to enable successful interaction with individuals and groups in preparation for further education and training. Training and specific work experience may also be directed towards a specific set of skills designed to enable the individual to directly fulfill occupational requirements, or designed to enable the individual and rehabilitation worker to evaluate vocational options and assess performance.

Training for individuals with disabilities is available through many sources, such as institutional training offered at provincial institutes and private trade schools, training in achievement centres, sheltered workshop settings and on-the-job experience at actual work sites.

Currently in British Columbia, these training resources are developed and funded by several government sources, including the provincial Ministries of Advanced Education and Job Training, Health and Social Services and Housing, and the federal Canada Employment programs.

The goals in this component are to improve the match between vocational planning, training resources and employment opportunities in communities, and to develop innovative programs to encourage persons with disabilities to train in areas with projected increased labour force requirements such as tourism, skilled trades and high

technology occupations.

vi) Education - The objective of the education component of the vocational rehabilitation program is to provide appropriate educational programs for persons with disabilities to develop their capacity to obtain an occupation. In recognition of this, the Ministry of Advanced Education and Job Training has encouraged and supported the development of special education services and programs in public institutions. Individuals with disabilities are now able to upgrade their basic skills, participate in career exploration programs, and enroll in career training programs at several sites in the province.

Support services such as coordinators, counsellors, aides, etc., are available to assist students with special needs. These individuals provide assistance and support to enable persons with disabilities to participate in college sponsored programs, and represent a major contribution to the vocational rehabilitation network.

Ministries contributing to vocational rehabilitation training and education opportunities include the Ministries of Advanced Education and Job Training and Social Services and Housing.

A significant number of training and education opportunities for persons with disabilities are provided through Canada Employment and Immigration Commission.

vii) Placement and Job Stabilization - The objective of job placement and job stabilization is to provide vocational assistance supporting efforts of clients in securing,

retaining and advancing in appropriate occupations to fulfill the goal of their vocational rehabilitation plan. Employment may be achieved by the individual's own efforts or through the services provided by Canada Employment Centres, specialized job search coordinators, staff in educational institutions, and agencies. The use of job search coordinators and "job club" services has proven to be highly successful. Follow-up support services to ensure a smooth introduction to the workplace, assistance in learning skills and adjusting to employment are available both to new employees and to employers on a continuing basis.

Ministries involved in job placement activities include Health, Advanced Education and Job Training and Social Services and Housing.

Canada Employment Special Needs Counsellors working closely with local vocational rehabilitation personnel provide assistance in some areas of the province in placement of persons with disabilities.

viii) Resource Development - The objective of resource development is to ensure effective vocational rehabilitation services are available to respond to the unique requirements of persons with disabilities in support of their vocational rehabilitation plan. Resource development occurs on national, regional, provincial and local levels.

It is necessary to consider development of regional and national resources in Canada to meet the specialized training and education needs of certain disability groups such as persons with hearing impairments. A responsive

and flexible system of sharing in costs of these resources will be achieved through cooperation at both the provincial and federal level.

At the community level, resources are developed through cooperative efforts of disabled persons, agencies, colleges and a range of government rehabilitation workers in response to the particular needs and opportunities in communities in the province. A major goal is the future development of assessment, counselling, training and job placement resources to ensure required services and programs are available for clients in their home communities, and that they are appropriate for the training and employment opportunities of particular areas of the province.

ix) Management, Administration and Coordination - The objective of management, administration and coordination activities is to provide communication between persons with disabilities, service delivery, program management, financial, policy and program development staff to ensure the effective coordination of the service delivery, training and research activities of the comprehensive vocational rehabilitation program. Committees addressing federal-provincial, interprovincial, interministry and community concerns assist with coordination of the vocational rehabilitation program in the province.

In British Columbia, central coordination of the provincial vocational rehabilitation program is provided through the Steering Committee of Assistant Deputy Ministers for Vocational Rehabilitation and the Interministry Working Group. The Steering Committee provides policy and program

development direction, and is comprised of Assistant Deputy Ministers of the Ministries of Advanced Education and Job Training, Health, and Social Services and Housing.

Through these committees, annual planning is undertaken, resource development and program operation is rationalized and supported, and issues having a wide impact, such as training, transportation and accessibility, are addressed in a manner which permits input and participation from all parties.

The Provincial Coordinator, a participant on both the ADM Steering Committee and the Working Group, also chairs the Training Selection Committee. This committee is comprised of the Provincial Coordinator and representatives of the Ministry of Advanced Education and Job Training and C.E.I.C., and is responsible for review of all training and related services for individual clients. This committee also provides a forum for discussion of vocational rehabilitation program requirements and resource development.

2. RESEARCH AND EVALUATION

The research and evaluation component includes private and public sector research in support of the vocational rehabilitation process of individuals, preventative programs, program and service evaluation and the development of staff training.

i) Research - Vocational rehabilitation research provides a base of information to guide and support the development of policy and the service delivery, research and training activities of the comprehensive program. Research also

enables disabled persons, service agencies and researchers to jointly develop appropriate aids and adaptations to respond to the requirements of the vocational rehabilitation process.

In British Columbia, the University of British Columbia, the Office of the Provincial Coordinator and representatives of private agencies have together developed a proposal for a Vocational Rehabilitation Research Coordination Centre (VRRCC).

This centre is proposed to bring together in a community-based forum disabled persons, agency representatives and researchers to address needs in all areas of the vocational rehabilitation process. The VRRCC, when fully developed and operational, will contribute significantly to the vocational rehabilitation program in the province, and perhaps in Canada.

ii) Evaluation - Program evaluation is required to assess the appropriateness and effectiveness of the comprehensive vocational rehabilitation program, its components, policies, procedures and outcomes. Evaluation includes the evaluation of specific programs and services, as well as systems evaluation.

Evaluations of specific government programs or program elements are undertaken to determine the efficiency, appropriateness and effectiveness of the services provided. Development of service systems and standards of delivery are undertaken at an interministerial level in cooperation with professional organizations and service delivery staff. Evaluation and program development staff

are located in most government ministries. Program development units offer services such as resource, curriculum and program development, as well as assisting to establish evaluation targets and to analyze information. Currently such resources exist in the Ministries of Health, Advanced Education and Job Training and Social Services and Housing.

3. TRAINING & EDUCATION

The training and education element of the provincial vocational rehabilitation program focuses on training and education programs for personnel providing services relating to disabled persons as well as public education programs concerning vocational rehabilitation issues.

i) Staff Training - The objective of staff training is to develop and maintain a network of skilled practitioners to assist persons with disabilities to derive maximum benefit from the comprehensive vocational rehabilitation program. This involves the thorough training of staff in the skills applicable to each phase of the vocational rehabilitation process as well as training in the overall process and network of resources involved. In addition, a continuing education and training program is required to maintain currency of knowledge, as this is an evolving field which is significantly influenced by the increasingly technologically sophisticated environment.

A goal for the future is to significantly improve this component of the program. The requirements for adequately trained vocational rehabilitation practitioners have been clearly outlined in studies such as the "Need for Univer-

sity Level Education in Vocational Rehabilitation Counselling in Canada", by Margaret Lewis. Recommendations have been made for national level support of programs in vocational rehabilitation including a university-based program for Western Canada to provide a skilled body of qualified vocational rehabilitation practitioners.

With the assistance of the major service organizations and associations such as the Canadian Association of Rehabilitation Personnel (CARP), continuing education, training and up-grading resources should be developed and available to all practitioners in the vocational rehabilitation field.

ii) Education - The objective of vocational rehabilitation education is to provide information to the public which encourages a positive and receptive attitude towards persons with disabilities and their vocational rehabilitation. A program of public education has proven to be an effective way to disseminate information to the general public and special interest groups. Increased awareness of issues affecting disabled persons such as vocational rehabilitation, education, physical accessibility and transportation, can result in improvements in attitude and employment prospects for persons with disabilities.

NEW DEVELOPMENT

The provincial government has established interministry committees to provide advice and assistance in planning and preparing for the future development of the comprehensive vocational rehabilitation program in British Columbia. These committees examine vocational rehabilitation needs and recommend methods for coordinating services and planning resource development.

Vocational rehabilitation services are delivered in an environment of continuous change. Changes in the economic, labour market and social conditions must be assessed and incorporated into the development of policy and programs. Improvements in technology have significantly enhanced the survival of persons with disabilities and provide rapidly improving resources to improve the condition and abilities of disabled persons. The development of professional standards of service, consistent, up-to-date methodologies of service delivery and the addition of new services for persons with disabilities, add to the complex evolutionary nature of the vocational rehabilitation field.

Given these factors, potential areas of new development may include improved regional assessment and rehabilitation centres enhancing the assessment and service capability for individuals. Assessment, training and employment options such as sheltered employment enterprises, work enclaves in the private sector, projects within industry and specialized workshops, are also potential areas of new development and will ensure adequate and appropriate resources exist to meet the vocational rehabilitation requirements for persons with disabilities in British Columbia.

Under direction of the ADM's Steering Committee, and in consideration of the requirements of disabled persons and identified service needs, annual plans are developed to address these issues.

Each component of these major program areas represents an interlocking part of the comprehensive, coordinated vocational rehabilitation program in British Columbia. As such, the provincial government contribution and future development of the program contributing to this overall program, in our view, should be recognized and supported under the terms of the Vocational Rehabilitation of Disabled Persons Agreement. A compendium of the specific programs currently operated within each program area is attached as Appendix II. This list does not preclude the cost-sharing of any program or service not appearing herein.

APPENDIX I

Definitions

Disabled Person: means a person who has substantially reduced prospects of securing, retaining and advancing in employment because of physical or mental impairment.

Vocational Rehabilitation: means any process of assessment, counselling, restoration, training, education or employment placement, including related services, the object being to enable persons with disabilities to secure, retain and advance in suitable employment, furthering that person's integration or re-integration into society.

Substantially Gainful Employment: means employment in the competitive labour market, the practise of a profession, self-employment, homemaking, farm work, work where payment is 'in kind' rather than in cash, sheltered employment, home industry or other work of a remunerative nature.

Service: means goods and services provided through intervention, assessment, counselling, restorative service, education, training, job placement, job stabilization and the administration, management and coordination of these services.

Training: means activities to develop, maintain and advance skills of persons contributing to the program in order to effectively assist persons with disabilities to derive maximum benefit from the comprehensive vocational rehabilitation program.

Education: means activities to apprise the public of vocational rehabilitation goals, services and programs to improve attitudes and employment prospects for persons with disabilities.

Research and Evaluation: means activities to provide a base of information to guide and support the development of the comprehensive vocational rehabilitation program. It includes activities to enable persons with disabilities, service providers and researchers to jointly develop appropriate aids and adaptations to meet the requirements of the vocation.

APPENDIX II

Vocational Rehabilitation Programs and Services

In British Columbia

I. MINISTRY OF ADVANCED EDUCATION AND JOB TRAINING

1. Provincial Coordinator

The Office of the Provincial Coordinator is responsible for representing the interests of British Columbia with respect to the negotiation and administration of the V.R.D.P. Agreement, and for providing a central unit for intra-provincial coordination and program development.

2. Management/Coordination/Administration

The central office management, administration and coordination functions within the Ministry of Advanced Education and Job Training contribute significantly to the effective operation of services for persons with disabilities.

3. College Services

Colleges throughout the province provide a range of services to disabled persons including intake, assessment, referral, counselling and specialized training programs for disabled students. Programs have been specifically developed to meet the needs of disabled persons regionally, provincially and in

response to particular training and education needs of certain disability groups such as persons with hearing impairments, mental disabilities and physical disabilities. Services are provided to enable persons with disabilities to access appropriate resources within the colleges in order to undertake their training and education.

Ministry staff work with the institutional staff to analyze the requirements of persons with disabilities, curriculum and program development to meet these requirements and assist with coordination and administration of vocational rehabilitation programs and services across colleges from a provincial perspective.

Certain costs relating to the training and education of disabled persons are eligible for cost-sharing under the V.R.D.P. Agreement.

4. Vocational Rehabilitation Service

Rehabilitation Consultants of the V.R.S. are responsible for delivery of comprehensive vocational rehabilitation services including intake, assessment, referral, counselling, restorative aids and services, educational opportunities, training and work experience, assistance in placement, follow--up services and consulting with agencies on the development of vocational rehabilitation resources.

Clients of the V.R.S. are persons with physical or mental disabilities, who, at intake, are assessed as not capable of pursuing regularly a substantially gainful occupation, but have a realistic potential to benefit from vocational rehabilitation, leading to employment within a reasonable period of time.

Funded Agencies

The V.R.S. provides funding to many agencies within the province to provide vocational rehabilitation services. Annual contracts are developed with each agency, specifically describing the services to be provided by the agency and the financial support to be provided by V.R.S. To the extent possible, funding is based upon fees for service, and an annual evaluation of the services provided is undertaken.

Training and Employment Programs

The Apprenticeship and Employment Training Programs Branch provides a variety of programs to assist persons with disabilities to obtain training and work experience leading to gainful employment.

a) Personal Placement Training Program - provides wage reimbursement to provincial ministries to provide training opportunities and work experience for persons with disabilities appropriate to their vocational rehabilitation plan. Rather than fulfilling the duties of regular government employee positions, the program is intended to encourage the development of special projects which will benefit both the participants and the ministries involved.

b) Training Program for Disabled Persons - is a wage subsidy program directed to private and non-profit employers for training and employment opportunities developed for persons with disabilities. Subsidies are generally available for a six-month time period, which may be

extended to one year, depending on the training provided. In addition, some funding may be available for necessary workplace modification.

All of the above described programs and services are cost-shared through the V.R.D.P. Agreement.

II. MINISTRY OF HEALTH

1. Management/Coordination/Administration

The Federal Provincial Cost Sharing Unit within Financial Services of the Ministry of Health is responsible for preparing Records of Approval and claims for reimbursement under the V.R.D.P. Agreement.

2. Services

Alcohol and Drug Programs

a) The Executive Director and Regional Managers provide overall direction to the vocational rehabilitation components of the Alcohol and Drug Programs.

b) Central Agencies - provide support services to the direct and funded agencies to ensure development and maintenance of effective rehabilitation services.

c) Funded Agencies - There are approximately 50 independently operated agencies throughout the province which provide services to persons disabled through alcohol and/or drug abuse. These agencies provide detoxication services, a range of residential programs based on a psycho/social model, and outpatient counselling services. All focus upon employment as a key component to recovery.

d) Outpatient Clinics - provide counselling, rehabilitation and employment related services to persons disabled through abuse of alcohol or other drugs.

e) Detoxication Facilities - provide a safe, supportive environment during periods of withdrawal from drugs or alcohol. Assessment, counselling and referral are first steps in the rehabilitation process.

Mental Health Programs

a) Burnaby Day Programs - provide an integrated and comprehensive urban program of psychiatric resources for adults and children, focussing on occupational and social rehabilitation programs.

b) Greater Vancouver Mental Health Service Society - provides counselling, treatment and vocational rehabilitation services to emotionally disturbed adults and their families in Greater Vancouver and Richmond through community-based teams.

c) Mental Health Centres - thirty-five mental health centres throughout the province provide a range of services for adults and children with mental health disabilities including restorative services, professional consultative programs and special care such as establishing special group homes, etc. Through provision of these services, clients are able to stabilize their lives, establish employment and life goals, and enter, or return to, gainful employment.

d) Achievement Centres - are day centres for handicapped persons age 15 or older, providing organized programs for individuals who require training, work-related skills development, work experience or social/ recreational integration.

e) Therapeutic Work Program - provides work assessment, adjustment and training to adult chronic psychiatric patients who have significant vocational and social disabilities. The program is delivered through community agencies in close cooperation with community mental health centre staff.

f) Riverview - provides assessment, counselling, vocational and rehabilitation programs designed to restore individuals to a capability for independent living and to return them to the community for sheltered employment or re-entry into the competitive labour market.

g) Therapeutic Volunteer Program - provides assessment, training and placement of adult chronic psychiatric patients in volunteer work placements.

h) Work Activity Projects - are purchased from non-profit societies. These projects combine life skills training, educational upgrading, counselling and work experience. The Ministry funds two projects providing services to handicapped persons (Laurel Enterprises in Victoria and Kitsilano Work Activity Project in Vancouver).

General Grants Program

This program, administered through Executive Services of the Deputy Minister's office, funds a wide range of community agencies to deliver services in the areas of rehabilitation, education, treatment and prevention to enhance established health programs. Some of these projects provide vocational rehabilitation services for persons with disabilities.

Speech and Hearing Division

The division provides speech and hearing restorative services to disabled persons to enable vocational rehabilitation clients to pursue their vocational goals.

All of the above described programs and services within the Ministry of Health, with the exception of the Speech and Hearing Division, the general grants program and the work activity projects, are cost-shared through the V.R.D.P. Agreement. The work activity projects are cost-shared under the provisions of Section 3 of the Canada Assistance Plan (C.A.P.)

IV. MINISTRY OF SOCIAL SERVICES AND HOUSING

1. Management/Coordination/Administration

The Federal-Provincial Agreements Division and the Canada Assistance Plan Accounting Division are responsible for negotiating and claiming cost-sharing with the federal government.

The costs of administration, financial assistance and social services which are provided through the Guaranteed Available Income for Need Act (G.A.I.N.) are cost-shared to the extent that they comply with the Canada Assistance Plan.

2. Benefits

Subject to available funds, the following benefits are available to a handicapped person involved in a vocational rehabilitation process if the person is eligible to receive income assistance:

a) Payment of essential costs related to educational or vocational upgrading (fees and expenses) and income assistance benefits if:

   i) the person is already in receipt of income assistance;

   ii) the upgrading prepares the person for a specific type of employment;

   iii) the program is of less than two years duration;

   iv) an Individual Opportunity Plan has been negotiated and established prior to the commencement of the individual's participation;

   v) all other sources of assistance have been investigated and found to be unavailable.

b) Travel allowance to Achievement Centres
c) Guide dog allowances for the blind and deaf
d) Transportation to confirmed job interview
e) Transportation to confirmed job
f) Transportation for local job search
g) Subsidized bus passes
h) Clothing required to procure employment
i) Day care subsidies

3. Health Services

Health Care benefits are provided under the G.A.I.N. Act in order to maintain or restore the health of persons found eligible under the G.A.I.N. Act Regulations. Health care benefits are granted in such a way that the individual's capacity for self-determination and independence is maintained, strengthened or restored. The type and amount of benefit granted reflect what is allowable under the provisions of the G.A.I.N. Act Regulations and policy. The benefits which are outlined below would be available to a person in a vocational rehabilitation process if other sources of assistance such as V.R.S. have been investigated and found to be unavailable:

a) Medical Services Plan of B.C. Coverage
b) Basic and special dental services
c) Basic and special optical services
d) Hearing aids and associated services
e) Mobility aids and specialized equipment such as wheelchairs, hoyer lifts, van or car lifts, portable ramps and elevating devices for the home and prosthetic appliances
f) Therapeutic medications through pharmacare
g) Orthotics

4. Services

The Ministry of Social Services and Housing assists recipients to become independent of income assistance through employment. The mechanism is the Individual Opportunity Plan which provides clients with a continuum of resources to support their efforts to independence. Services which are an integral part of the IOP are assessment, planning, referral, supportive counselling and coordination of services. The effective use of community resources and the services offered by other ministries are also integral to the IOP.

5. Training

a) Subsidization of Achievement Centres for the handicapped.
b) Job Action - teaching recipients to prepare for and obtain an interview and a job.
c) Employment Initiatives for the Handicapped - enhances the employment or socialization opportunities for persons in receipt of G.A.I.N. for Handicapped benefits. Clients receive work experience placements for up to 12 months and receive an allowance of up to $50 per month from the Ministry to cover program related costs.

These costs are shared through the Canada Assistance Plan.

V. MINISTRY OF EDUCATION

1. Management/Coordination/Administration

The Special Education Division of the Ministry of Education provides education and pre-vocational services to disabled children attending programs from kindergarten to Grade 12.

2. Services

The Special Education Division directs funds to school districts for assessment, planning, evaluation, community liaison and staff development directed to the provision of programs to meet the needs and abilities of all exceptional children in the least restrictive environment as possible.

The services provided through the Special Education Division of the Ministry of Education are <u>not</u> cost-shared under V.R.D.P. or Canada Assistance Plan Agreements.

APPENDIX III

Ministry of Advanced Education and Job Training

Apprenticeship Act
Memorandum of Understanding for the operation of the Personal Placement Program
Colleges & Institutes Act
Schools Act
Ministry Policy circular - Continuing Education
Ministry Policy circular - Adult Special Education
Ministry Policy circular - Adult Basic Education

Ministry of Health

Mental Health Act and Regulations
Health Act

Ministry of Social Services and Housing

GAIN Act and Regulations
Human Resources Facilities Act

Copies of these documents are available upon request.